

CHAPTER 10

COMMISSIONING PROGRAMS

Several commissioning programs are available to enlisted personnel. This chapter contains a discussion of these programs to include the following:

- Naval Reserve Officer Training Corps (NROTC) Scholarship Programs
- Naval Academy Program
- Broadened Opportunity for Officer Selection and Training (BOOST) Program
- Nurse Corps Baccalaureate Degree Completion Program (NCBDCP)
- Medical Service Corps In-Service Procurement Program

- Active Duty Limited Duty Officer (LDO) Program
- Chief Warrant Officer (CWO) program
- Enlisted Commissioning Program (ECP)
- Medical Enlisted Commissioning Program (MECP)
- The Seaman to Admiral program

As a PN, you will answer service members' questions about these programs. Therefore, you should know about the commissioning programs covered in this chapter. Remember, always review the most current publications when answering service members' questions. You should be familiar with the following publications contained in figure 10-1.

1. *Naval Military Personnel Manual (MILPERSMAN)*, NAVPERS 15560C, Article 1020210, Article 1020220, Article 1020360, and Article 1020355
2. *Navy-Marine Corps ROTC College Scholarship Bulletin*
3. *Secretary of the Navy Nomination for the Naval Academy Naval Academy Preparatory School*, OPNAVINST 1531.4
4. *Appointment of Regular and Reserve Officer in the Nurse Corps of the Navy*, SECNAVINST 1120.6
5. *Administrative Separations of Officers*, SECNAVINST 1920.6
6. *In-Service Procurement Program (IPP) for Appointment in the Active Duty Medical Service Corps and the Inactive Duty Physician Assistant Chief Warrant Officer to Medical Service Corps Conversion Program*, BUPERSINST 1131.2
7. *In-Service Procurement for Appointment Under the Active and Inactive Limited Duty Officer and Chief Warrant Officer Programs*, BUPERSINST 1131.1
8. *U.S. Naval Reserve Officer Programs Open to Active Duty Naval Enlisted Personnel*, OPNAVINST 1120.2
9. *Enlisted Bonus and Special Duty Assignment Pay Programs*, OPNAVINST 1160.6
10. *Navy Voluntary Education Programs (Navy Campus)*, OPNAVINST 1560.9
11. *Navy Tuition Assistance Program specified in the Navy Voluntary Education Programs (Navy Campus)*, OPNAVINST 1560.9
12. *Federally Legislated Educational Benefit Programs*, OPNAVINST 1780.3
13. *Medical Enlisted Commissioning Program (MECP)*, BUPERSINST 1131.3
14. NAVADMIN 096/94 and NAVADMIN 130/94

Figure 10-1.—Publications and/or references associated with commissioning programs.

NAVAL RESERVE OFFICERS TRAINING CORPS (NROTC) SCHOLARSHIP PROGRAMS

The NROTC Navy-Option Scholarship Programs are designed to educate and train well qualified men and women for careers as commissioned officers of the U.S. Navy Unrestricted Line (URL) and Nurse Corps. Graduates of these programs are initially appointed as ensigns in the Navy.

The Four-Year and Two-Year NROTC Scholarship Programs, including the NROTC Nurse Corps Four-Year and Two-Year Scholarship options, provide qualified students tuition, books, instructional fees, uniforms, and a subsistence allowance of \$100 per month. Room and board expenses aren't provided. To be eligible for a commission, scholarship students must successfully complete naval science courses, drills, and summer training as prescribed by the Chief of Naval Education and Training (CNET) before graduation from college. During the academic year, selectees attend classes full time.

Enlisted personnel selected for and enrolled in NROTC Scholarship Programs are released from active duty. Therefore, they aren't eligible for active duty pay and allowances, medical benefits, and other active duty entitlements while enrolled in these programs.

An NROTC scholarship applicant must meet the following eligibility requirements, which are specified in Article 1020210 of the *Naval Military Personnel Manual* (MILPERSMAN), NAVPERS 15560C (only the age requirements may be waived):

- Be a U.S. citizen
- Be under 25 years of age on 30 June of the year in which the applicant will be eligible for commissioned status. An age waiver may be granted for prior active military service, on a month-for-month basis, computed as of 1 September of the year of enrollment in NROTC. This is provided the applicant will not reach his or her 29th birthday by 30 June of the year in which graduation and commissioning are anticipated. Command verification of service must be provided to receive an age waiver.
- Be a high school graduate or possess an equivalency certificate.
- Be physically qualified for the NROTC program as determined by the Department of Defense Medical Examination Review Board (DODMERB).

- Possess personal qualities of high moral character and loyalty. Loyalty is defined as having no moral obligations or personal convictions that would prevent conscientiously supporting and defending the *Constitution of the United States* against all enemies, foreign and domestic.

- Have no court-martial conviction or civil felony conviction. Have no disciplinary action under Article 15, *Uniform Code of Military Justice* (UCMJ), or conviction by civil court for misdemeanors, except minor traffic violations, during the 3 years preceding application for the NROTC Scholarship Program. A fine of \$200 or less, exclusive of court charges, is considered minor. Any substantiated drug abuse while in an enlisted status results in disqualification and exceptions are not considered.

For specific additional eligibility requirements and application procedures, refer to Article 1020210 of the MILPERSMAN, and the Navy-Marine Corps ROTC College Scholarship Bulletin.

NAVAL ACADEMY PROGRAM

The United States Naval Academy (USNA) provides 4 years of college training to men and women as midshipmen (figs. 10-2 and 10-3) in the United States Navy. This training leads to a commission as an ensign in the line (in some cases the Staff Corps) of the Regular Navy or second lieutenant in the Marine Corps.

Candidates for the Naval Academy must be citizens of the United States, be of good moral character, be unmarried, have no dependents, be not less than 17 years of age, and not have reached their 22d birthday on 1 July of the year in which admitted to the Naval Academy.

To be considered for an appointment to the Naval Academy, an applicant must obtain a nomination from one of the authorized sponsors prescribed by law. The applicant must be qualified scholastically, physically, and medically. Detailed procedures are prescribed in the Naval Academy catalog, which is published annually.

The majority of nominations for appointment to the Naval Academy are made by U.S. Senators and Representatives. Other nomination sources are the Vice President, the Secretary of the Navy, and civil officials of Puerto Rico, the Virgin Islands, Guam, and American Samoa. Some of the Presidential appointment and Secretary of the Navy appointment numbers are discussed in the following paragraphs:



Figure 10-2.-Midshipmen marching at the Naval Academy.



Figure 10-3.-Graduation ceremonies at the Naval Academy.

- The President may appoint 100 midshipmen each year. For specific information on eligible individuals who may be appointed to the Naval Academy by the President, refer to Article 1020220 of the MILPERSMAN.

- The Secretary of the Navy may appoint 85 enlisted members of the Regular Navy and Marine Corps to the Naval Academy each year. The applicants must have enlisted in the Navy or Marine Corps on or before 1 July of the year preceding the desired year of entrance to the Naval Academy.

- The Secretary of the Navy may appoint 85 enlisted members of the Naval Reserve and Marine Corps Reserve each year. These men and women must be qualified as to age, and they must have served in the Reserve for at least 1 year by 1 July of the year of entrance to the Naval Academy. They must be on active duty or must be members of a drilling unit of the Reserve, be recommended by their commanding officers, and have maintained efficiency in drill attendance with their Reserve units. Midshipmen USNR of the Regular NROTC Program are not eligible for appointment under this quota.

For additional information and application procedures, refer service members to Article 1020220 of the MILPERSMAN, and the *Secretary of the Navy Nomination for the Naval Academy/Naval Academy Preparatory School*, OPNAVINST 1531.4.

BROADENED OPPORTUNITY FOR OFFICER SELECTION AND TRAINING (BOOST) PROGRAM

The BOOST Program supports the Navy's Affirmative Action Plan by offering enlisted men and women a comprehensive program of academic preparation for successful pursuit of a Navy or Marine Corps commission through the NROTC Program or the USNA.

The BOOST Program prepares selected applicants for entry into the NROTC Scholarship Program, NROTC Scholarship Program Nurse Corps Option, or USNA. Each BOOST graduate is offered an NROTC scholarship or an appointment to the USNA, depending on individual qualifications.

The BOOST Program provides an upward mobility opportunity to persons who have demonstrated qualities necessary for careers as unrestricted line naval officers, but whose past academic performance does not qualify

them for immediate selection into an officer accession program. As the BOOST Program is a significant part of the Navy Affirmative Action Plan, interested minority personnel are strongly encouraged to apply.

The BOOST Program is located at the Naval Education and Training Center, Newport, Rhode Island. This program consists of a rigorous 12-month college preparatory curriculum that consists of mathematics, English, science, computer science, campus skills, and military training. Upon graduation from BOOST, individuals and/or the Navy have several options:

- If the graduate accepts an NROTC scholarship, he/she is released from active duty into the Naval Reserve and assigned to an NROTC unit. For NROTC scholarship recipients, university assignments are not determined until the last quarter of BOOST school. The individual may be assigned to a school other than his/her first choice if considered in the best interest of the selectee or the Navy.

- Nurse Corps option selectees must attend a university that offers an accredited nursing program.

- If accepted by the USNA, the graduate reports to the academy for plebe summer indoctrination.

For additional information and application procedures, refer to Article 1020360 of the MILPERSMAN.

NURSE CORPS BACCALAUREATE DEGREE COMPLETION PROGRAM (NCBDCP)

The NCBDCP gives qualified individuals the opportunity to complete the requirements for a baccalaureate degree in nursing and earn a commission as a Nurse Corps officer. The NCBDCP candidate will be in an active status as an Officer Candidate Seaman (OCSN) (E-3), U.S. Naval Reserve, and receive full pay and allowances (except clothing) while attending college as a full-time student. Tuition, fees, books, and other expenses must be paid by the NCBDCP candidate.

To be eligible for the NCBDCP, the applicant must meet the following criteria:

- Be a civilian or an enlisted member of a Reserve component of one of the Armed Forces branches not on active duty
- Be 18 years of age and not be more than 34 years of age on the date of commission

- Be enrolled in or accepted for transfer to a National League for Nursing accredited program that confers a baccalaureate degree in nursing

The NCBDCP must be completed within 24 months of enlistment as an OCSN. Interested individuals should contact a medical programs recruiter at the closest Navy recruiting district (NAVCRUITDIST) for complete details.

Selectees for the NCBDCP must sign the NCBDCP agreement before enlistment and acceptance of orders as a NCBDCP candidate. The Commander, Navy Recruiting Command, maintains administrative responsibility for the NCBDCP and the candidates. Two meritorious promotions are possible while a participant is in the NCBDCP:

1. For those candidates who make the Dean's List during two consecutive semesters or three quarters, and
2. For those candidates who refer a lead that results in an accession into the NCBDCP or Navy Nurse Corps.

Upon conferral of the baccalaureate degree, the NCBDCP candidate is appointed as an Ensign, Nurse Corps, United States Naval Reserve on the active duty list and concurrently discharged from enlisted status. This individual incurs an active duty obligation (beginning with conferral of the baccalaureate degree and appointment as a Nurse Corps officer) for 4 years, and the total commissioned obligation is 8 years. There should not be a break in active service. Appointees are retained under the administrative control of their NAVCRUITDIST pending assignment to the next available officer indoctrination school class.

Nurse Corps officers must obtain and maintain a license to practice as a registered professional nurse from a state, territory, or the District of Columbia. This license is based on a licensing examination provided by the National Council of State Boards of Nursing, which is administered by one of its member boards of nursing. Obtaining and maintaining a license to practice nursing is the responsibility of the officer. Officers who fail to become licensed may be—

1. Reappointed in a different competitive category to complete any incurred active duty obligation, or
2. Separated under the guidance of *Appointment of Regular and Reserve officer in the Nurse Corps of the Navy*, SECNAVINST 1120.6, and

Administrative Separations of Officers, SECNAVINST 1920.6.

The NCBDCP and the subsequent appointment of a candidate as a Nurse Corps officer are governed by SECNAVINST 1120.6.

MEDICAL SERVICE CORPS IN-SERVICE PROCUREMENT PROGRAM

The Medical Service Corps In-Service Procurement Program is a continuing program. It is specifically intended to provide a path of advancement to commissioned officer status for outstanding, career-motivated Navy Hospital Corpsman (HM) and Dental Technician (DT) personnel. Applications are considered for the Health Care Administration or the Physician Assistant section of the Medical Service Corps. Candidates submit formal applications via their COs in time to reach the Chief of Naval Personnel (CHNAVPERS) (PERS251) by 15 December.

Eligibility requirements and application procedures are contained in the *In-Service Procurement Program (IPP) for Appointment in the Active Duty Medical Service Corps and the Inactive Duty Physician Assistant Chief Warrant Officer to Medical Service Corps Conversion Program*, BUPERSINST 1131.2.

ACTIVE DUTY LIMITED DUTY (LDO) AND CHIEF WARRANT OFFICER (CWO) PROGRAMS

The LDO and CWO Programs are the principal enlisted-to-officer programs sponsored by the Navy that don't require a college degree. The Navy has a need for warrant officers, who serve and are developed as officer technical specialists, and for LDOs, who serve and are developed as officer technical managers.

Competition in both of these programs has been and will continue to be particularly fierce. Interested persons should begin preparation early in their career. Increased knowledge gained through occupational experience and specialized training through school and correspondence courses should be sought by all Potential candidates. This will help them prepare for officer status.

The LDO and CWO Programs are applicable to the following individuals:

- Enlisted personnel of the Regular Navy and Naval Reserve on active duty (including the Training

and Administration of the Reserve [TAR] Program) who may seek appointment to CWO status via the Active Duty CWO Program or commissioned officer status via the Active Duty LDO Program

- Warrant officers of the Regular Navy and Naval Reserve on active duty who may seek appointment to commissioned officer status via the Active Duty LDO Program

- Enlisted personnel of the Naval Reserve on inactive duty who are assigned to a drilling unit and who may seek appointment to CWO status via the Inactive Duty CWO Program or commissioned officer status via the Inactive Duty LDO Program

- Warrant officers of the Naval Reserve on inactive duty who are assigned to a drilling unit and who may seek appointment to commissioned officer status via the Inactive Duty LDO Program

- Naval reservists on temporary active duty (TEMAC) and naval reservists assigned duties as canvasser recruiters who may seek appointment to CWO status via the Inactive Duty CWO or commissioned status via the Inactive Duty LDO Program

Interested enlisted personnel should review the *In-Service Procurement for Appointment Under the Active and Inactive Limited Duty Officer and Chief Warrant Officer Programs*, BUPERSINST 1131.1, for required submission dates, detailed eligibility requirements, obligations, and other pertinent information.

ENLISTED COMMISSIONING PROGRAM (ECP)

The ECP is a full-time, undergraduate education program that provides an excellent opportunity for outstanding active duty enlisted personnel in the Navy or Naval Reserve who have previous college credit (less than a baccalaureate degree) to earn a commission in the URL or Civil Engineer Corps (CEC). Members who already have their baccalaureate degrees are not considered for the ECP and should apply directly for admission to Officer Candidate School (OCS) under the provisions of *U.S. Naval Reserve Officer Programs Open to Active Duty Naval Enlisted Personnel*, OPNAVINST 1120.2. The ECP is divided into three categories-Basic ECP, which includes all URL designators; ECP Nuclear Option, which includes surface and subsurface; and ECP CEC Option, where candidates receive CEC appointments.

ASSIGNMENT OF SELECTEES

Selectees are ordered to an NROTC unit at a host university on a permanent change of station (PCS) basis. Basic ECP candidates attend the Naval Science Institute (NSI) en route to their host universities for an intensive 6 1/2-week academic and physical training program. Nuclear Option and CEC Option candidates do not attend NSI but they do attend OCS after graduation.

PAY AND ALLOWANCES FOR ECP STUDENTS

ECP students receive full pay and allowances for their enlisted paygrades and are eligible for advancement. ECP students should be encouraged to complete all advancement requirements for their next enlisted paygrade before detaching from their present command. Entitlement to the Selective Reenlistment Bonus (SRB) is as specified in the *Enlisted Bonus and Special Duty Assignment Pay Programs*, OPNAVINST 1160.6. All special duty assignment pay ceases upon transfer to NSI or the NROTC host university.

TUITION, FEES, AND OTHER EXPENSES

Under the ECP, all tuition, fees, books, and other expenses incurred while participating in the program are paid by the student. ECP students are not eligible for tuition assistance under the Navy Tuition Assistance Program specified in the *Navy Voluntary Education Programs (Navy Campus)*, OPNAVINST 1560.9. Eligible students may use the Veterans Educational Assistance Program (VEAP) or the Montgomery GI Bill educational benefits. Questions about the use of the GI Bill benefits should be directed to the Department of Veterans Affairs, regional office. Eligibility requirements for VEAP and the Montgomery GI Bill educational benefits are specified in the *Federally Legislated Educational Benefit Program*, OPNAVINST 1780.3.

DEADLINE FOR COMPLETING DEGREE REQUIREMENTS

Selectees are required to complete degree requirements for nontechnical degrees in not more than 30 calendar months. Technical degree candidates are required to complete degree requirements in not more than 36 calendar months. Selectees attend school on a full-time, year-round basis. Nuclear Option selectees enrolling in an established 5-year degree program may

receive extensions of up to 6 months on a case-by-case basis. The time starts upon enrollment at the NROTC host university.

A technical degree is defined as a degree in mathematics, physics, any of the engineering disciplines, or any of the hard sciences, such as chemistry. A nontechnical degree is any other degree program applicable to URL.

Advanced academic standing may be granted at the discretion of the individual university; however, students so advanced will be expected to complete degree requirements in a proportionally reduced time period. If disenrolled from the ECP at any time, students are issued PCS orders to a new assignment to complete their remaining enlisted active duty obligation.

Additional information and application procedures are contained in MILPERSMAN, Article 1020355.

MEDICAL ENLISTED COMMISSIONING PROGRAM (MECP)

The MECP gives active duty enlisted personnel, including those in the TAR Program, an opportunity to complete the requirements for a baccalaureate degree in nursing and earn a commission as a Nurse Corps officer. The program provides upward mobility for outstanding performers in all ratings. Naval reservists on active duty for special work or 1-year recall and canvasser recruiters are not eligible for this program.

MECP selectees receive full pay and allowances for their enlisted paygrades and are eligible for advancement while attending college on a full-time basis, including summer sessions. Tuition, fees, books, and other expenses must be paid by the MECP candidate.

Upon graduation, candidates are appointed as Ensign, Nurse Corps, United States Naval Reserve. Candidates incur an active duty obligation of 4 years, with a total commissioned obligation of 8 years. Time not spent on active duty is spent in the Inactive Reserve.

Candidates are commissioned upon completion for MECP and must successfully complete Officer Candidate Indoctrination School. Nurse Corps officers must obtain and maintain a license to practice as a registered professional nurse from a state, territory, or the District of Columbia. This license is based on a licensing examination provided by the National Council of State Boards of Nursing and administered by one of its member boards of nursing.

Obtaining and maintaining a license is the responsibility of the officer. Officers who fail to become licensed may be appointed in a different competitive category to complete any incurred active duty obligation or separated for cause under the guidance of SECNAVINST 1120.6 and SECNAVINST 1920.6.

Applications are due annually by 1 January. Eligibility criteria and application procedures for the MECP are contained in the *Medical Enlisted Commissioning Program (MECP)*, BUPERSINST 1131.3.

SEAMAN TO ADMIRAL PROGRAM

The Seaman to Admiral Program is a new program that allows personnel another opportunity to become commissioned officers. Information provided here is not all-inclusive, and you should review other publications for additional information.

ELIGIBLE APPLICANTS

The Seaman to Admiral Program is applicable to enlisted personnel of the Regular Navy and Naval Reserve on active duty (including TAR personnel).

Eligible applicants are considered by a Board convened by the CHNAVPERS. The Board selects candidates considered best qualified for appointment in the unrestricted line within quotas authorized by CHNAVPERS. The names of selectees are published by NAVADMIN. Personnel not selected are not individually notified.

SELECTEES

Selectees are appointed as permanent Ensigns, U.S. Naval Reserve, after indoctrination at the OCS in Pensacola, Florida. Following commissioning in the Unrestricted Line, officers are assigned to the warfare community specific training, as appropriate. While it is expected that the vast majority of selectees will succeed in OCS and follow-on training, it is necessary to establish ground rules should a selectee fail to complete early training.

MEMBERS DISENROLLED FROM OCS

Members disenrolled from OCS for any reason are reverted to their former rates in the Navy or Naval Reserve and are made available for general assignment. Normally, reverted members will be required to serve

their original or extended period of obligated service. Members disenrolled from training after commissioning, if not selected for another officer community, will be able to enlist at their former paygrade with permission from CHNAVPERS.

ASSIGNMENT

Community assignment is determined by the Assistant Chief of Naval Personnel for military policy and career progression (Pers-2) after approval of the Board results. Community assignment is based on the needs of the Navy, individual qualifications, aptitude, experience, and preference. Every effort is made to meet individual preferences, but careful consideration is given to service in all designators in the event the stringent academic and physical requirements cannot be met for service in the preferred community.

Upon successful completion of initial sea duty and warfare qualification, officers are administratively screened for selection for a college degree program.

ELIGIBILITY REQUIREMENTS

To be eligible for appointment, all applicants must meet certain basic requirements. The following are some of these requirements:

- Have a superb record and be recommended by the commanding officer.
- Be a U.S. citizen.
- Be serving on active duty in the U.S. Navy or Naval Reserve, including the TAR program, at the time of application and remain on active duty until commissioned.
- Be serving in paygrade E-5 or above with at least 4 years of continuous active duty as of the date specified by CHNAVPERS.
- Have not reached their 27th birthday by the date as specified by CHNAVPERS. No age waivers are granted.
- Be physically qualified for appointment in the URL.

- Meet physical fitness and body fat standards at time of application and appointment.
- Be a high school graduate or possess a General Educational Development (GED).
- Have no record of conviction by court-martial, non-judicial punishment (NJP) or civil court for any offense other than minor traffic violations since age 17. Driving under the influence violations are not considered minor traffic violations for this program and are disqualifying.
- Be of a good moral character and of unquestioned loyalty to the United States as determined by interview and investigation.
- Not be in other accession programs.

For additional information and application procedures, refer to NAVADMIN 096/94 and NAVADMIN 130/94. You should also refer to other publications that, by now, should have been published concerning this program.

SUMMARY

Various commissioning programs were discussed in this chapter. Some of the eligibility requirements that members must meet before applying for the following programs were identified:

- The NROTC Scholarship Programs
- The Naval Academy Program
- The BOOST Program
- The NCBDCP
- The Medical Service Corps In-Service Procurement Program
- The LDO and CWO Programs
- The ECP
- The MECF
- The Seaman to Admiral Program